

MEMO TO FILE:

On October 2, 2013, SGS met with [REDACTED]

- Told [REDACTED] that the EO Office never had a chance to “debrief” with him after the [REDACTED] complaint because he left the university.
- Wanted to welcome him back and close the loop with this debrief.
- Provided copy of EO Office brochure listing prohibition of discrimination based on protected group identification and reiterated WWU’s policy about prohibition of harassment and discrimination based on these protected categories.
- Indicated to [REDACTED] that while [REDACTED] complaint dealt with a search process, that in the course of this, issues about [REDACTED] inappropriate behavior regarding derogatory comments based on some protected categories came out and that we wanted to be sure he understand the university’s policies prohibiting this. Also asked if [REDACTED] had any questions about this.
- Also indicated that [REDACTED] has reiterated to his organization the need for a good Equal Opportunity climate and that he would be expected like all other employees to support this.
- [REDACTED] said he understood, that he would have no problem following this guidance, and that he will not talk like he did before, that he had done this because there was someone in the organization who made this acceptable.
- SGS also discussed the issue of retaliation and indicated that those who had disclosed information about [REDACTED] inappropriate behavior (regarding derogatory comments directed toward members of protected categories) were anxious and that he might be anxious too. That some may worry that he is angry with them and that retaliation of any type against these employees is prohibited by civil rights laws. This would include not just derogatory comments but other negative remarks, for example, putting someone down or making sarcastic remarks, for example, after management might be talking about having a good EO climate.
- [REDACTED] indicated that he understood all of this about retaliation, that he was not going to act in this manner.
- [REDACTED] had very little to say to SGS, though he did indicate that he was clear about the parameters.
- SGS wished him well on his return and indicated that the EO Office was here for him as well as any others employees and that he should see us as a resource if he needed information/assistance.